

UNITED STATES DISTRICT COURT
DISTRICT OF OREGON, PORTLAND DIVISION

KELLY CAHILL, SARA JOHNSTON,
LINDSAY ELIZABETH, and HEATHER
HENDER, individually and on
behalf of others similarly
situated,

Plaintiffs,

vs.

Case No.:
3:18-cv-01477-JR

NIKE, INC., an Oregon
corporation,
Defendant.

VIDEO-RECORDED ZOOM VIDEOCONFERENCE DEPOSITION OF
DONNA OLSON
Friday, December 11, 2020
Volume I

Reported by:
MICHELLE BULKLEY
CSR #13658
Job #4347602
PAGES 1 - 265

Page 1

1 Q Did you ever learn who did get that 12:04
2 position?

3 A No.

4 Q Okay. And then the second application you
5 said you submitted was for a security supervisor 12:05
6 position --

7 A Yes.

8 Q -- at Nike?
9 Do you recall how you learned about that
10 opening? 12:05

11 A A newspaper.

12 Q There was like a -- if you recall, like an
13 advertisement for a vacancy?

14 A Yeah. It was in the "Help Wanted" section
15 where all the jobs were listed. 12:05

16 Q Okay. You submitted your application for
17 the security supervisor position. Was that also via
18 mail, if you can recall?

19 A I believe so, yes.

20 Q Do you recall the contents of the 12:06
21 application?

22 A No.

23 Q Okay. And then what happened?

24 A I believe a couple of weeks later, I got a
25 call for an interview, and I went in and was 12:06

Page 74

1 interviewed by Josh Harris and Dan Marin. And when 12:06
2 I left and got home, my phone was ringing, and they
3 offered me the job.

4 Q Dan Marin, do you know how to spell his
5 last name? 12:06

6 A M-A-R-I-N.

7 Q Do you recall their job titles?

8 A Dan Marin was the day shift supervisor,
9 and Josh Harris was the manager.

10 Q Security manager? 12:07

11 A Yes.

12 Q And then Dan Marin was the day shift
13 supervisor for security?

14 A Yes.

15 Q You interviewed with them both at the same 12:07
16 time?

17 A Yes.

18 Q And did you say -- was that in person?

19 A Yes.

20 Q And what about the job opportunity as a 12:07
21 security supervisor interested you?

22 A Well, it was basically what my background
23 was, was security supervision. And the other thing
24 that was attractive is it wasn't a contract security
25 agency; it was an in-house security program. 12:08

Page 75

1 Q Had you been interested in working at Nike 12:08
2 before?

3 A Basically I was, like, applying for a job.
4 I actually had another job offer from Multnomah
5 County as a security officer for the courts, and I 12:08
6 chose Nike over Multnomah County.

7 Q Why did you choose Nike?

8 A I think partly my brother ran track, and
9 Steve Prefontaine was a big hero, and that was part
10 of it. And Nike, on the other hand, was closer to 12:09
11 my house, and I wouldn't have to drive downtown.

12 Q Anything else?

13 A No.

14 Q So when you had your in-person interview
15 with Josh Harris and Dan Marin about the security 12:09
16 supervisor position, did you discuss compensation at
17 all?

18 A I don't remember.

19 Q Okay. And then you said that they called
20 you that same day as the interview -- 12:09

21 A Yes.

22 Q -- to offer you the job.

23 Do you recall if you received an offer
24 letter?

25 A I think I did. 12:10

1 Q And when you spoke to Josh Harris and Dan 12:10
2 Marin on the phone when they offered you the job,
3 did they discuss compensation with you then, if you
4 recall?

5 A Actually, the person that called me -- I 12:10
6 forgot. There was another person in the interview,
7 an HR person, and I forget her name. I can't
8 remember her name. But she's actually the one that
9 called me. I think it was Sue Parette or something
10 like that. 12:11

11 Q Okay. Okay. I guess so. Maybe just to
12 back up and confirm, so Sue Parette was present in
13 the interview that you had with Josh Harris and Dan
14 Marin?

15 A I believe that was her name, yes. 12:11

16 Q Was anyone else in that interview meeting?

17 A No.

18 Q And did you interview with anyone else at
19 Nike --

20 A No. 12:11

21 Q -- after that?

22 A No.

23 Q So is it accurate that you had one
24 interview at Nike with Dan Marin, Josh Harris, and
25 Sue Parette, to the best of your recollection? 12:11

1	A Yes.	12:11
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2 Q Okay. All right. And you believe it was
3 Sue Parette who called you that same day and offered
4 you the job?

5	A Yes.	12:11
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6 Q And was the job that she was offering you
7 the one that you had applied for, security
8 supervisor?

9	A Yes.
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10 Q And do you recall if Sue Parette discussed 12:12

11 compensation with you at all?

12 A I think she told me what the job paid, and
13 I want to say it was like \$9.75 or \$9.95,
14 something -- something in the 9 range. Plus --

15	Q Was that per hour?	12:12
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16 A Yes. Plus shift differential. 7 percent
17 for swing shift and 10 percent for graveyard.

18 Q Okay. When did you accept the offer?

19 A When she called me.

20	Q	So on the phone, that same conversation?	12:13
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21	A Yeah.
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22 Q Okay. Did you try to negotiate
23 compensation with her at all?

24	A	No.
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25 Q Okay. So I think based on Nike's records, 12:13

Page 78

1 it looks like your starting hourly rate was \$10.41 12:13
2 an hour. Does that sound --
3 A It does --
4 Q -- accurate to you? Yeah.
5 A I guess so. It was so long ago I don't -- 12:13
6 if that's what they say, that -- I guess that's it.
7 Q Okay. Any reason to think it's not
8 accurate as you sit here today?
9 MR. KAN: Objection. Lacks foundation;
10 assumes facts not in evidence. 12:13
11 THE WITNESS: If that's what the record
12 shows, I don't have any reason to dispute it, I
13 suppose.
14 BY MS. ZABELE:
15 Q Okay. Did you think your starting pay was 12:14
16 fair?
17 MR. KAN: Objection. Vague and ambiguous.
18 THE WITNESS: Well, my unemployment was
19 running out, and I needed a job. So, yeah, I
20 thought it was -- it was -- it was fair, in that, if 12:14
21 I had gone to any other contract agency, I don't
22 think I would have made that much money. So I was
23 satisfied with it.
24 BY MS. ZABELE:
25 Q Okay. And out of curiosity, do you 12:14

Page 79

1 remember what the offer you received from Multnomah 12:14
2 County was in terms of compensation?
3 A Seems to me they were comparable, but I
4 don't remember.
5 Q Okay. Did you discuss any other 12:15
6 compensation terms with Sue Parette when she called
7 to offer you the job of security supervisor?
8 A No.
9 Q Do you know who made the decision to hire
10 you? 12:15
11 A I have a feeling it was a consensus.
12 Q Okay. But you don't know for sure?
13 A No.
14 Q Okay. Okay. And for your starting pay,
15 do you have any reason to believe that the dollar 12:16
16 amount was based on your gender in any way?
17 A I have no idea. I --
18 Q But as you sit here today, are there any
19 facts or evidence you can think of?
20 A Not that I can think of. 12:16
21 Q Do you believe it was based on your gender
22 in any way?
23 MR. KAN: Objection. Asked and answered.
24 THE WITNESS: I don't think so.
25 BY MS. ZABELE: 12:16

Page 80

1 Q Okay. All right. So you joined Nike as a 12:16
2 security supervisor in October 1991; is that
3 accurate?

4 A Yes.

5 Q Do you recall what band that position 12:17
6 would have been in, if you know?

7 A You know, I don't think they had bands at
8 that time. I think they rated their jobs like 04,
9 05, 06 kind of thing. So officers, I think, were
10 04s and supervisors were 05s. 12:17

11 Q Okay. So as far as you recall, not a band
12 like one of the VALUEs bands that you had mentioned
13 earlier?

14 A That came later, yeah.

15 Q Okay. Do you recall -- actually, scratch 12:17
16 that.

17 How long were you a security supervisor at
18 Nike?

19 A From '91 until, like, '97, I went to risk
20 management, and then I went back to security 12:18
21 supervisor, I think, a couple of years later. And I
22 was a security supervisor until March 2000.

23 Q Okay. Do you recall when it would have
24 been that you left the risk management position and
25 returned to security supervisor where you worked 12:18

Page 81


1
2
3 I, the undersigned, a Certified Shorthand
4 Reporter of the State of California, do hereby
5 certify:

6 That the foregoing proceedings were taken
7 before me at the time and place herein set forth;
8 that any witnesses in the foregoing proceedings,
9 prior to testifying, were administered an oath; that
10 a record of the proceedings was made by me using
11 machine shorthand which was thereafter transcribed
12 under my direction; that the foregoing transcript is
13 a true record of the testimony given.

14 I further certify that I am neither
15 financially interested in the action nor a relative
16 or employee of any attorney or any party to this
17 action.

18 IN WITNESS WHEREOF, I have this date
19 subscribed my name.

20 Dated: 12/28/2020

21 
22

23 MICHELLE BULKLEY, CSR No. 13658
24

25 The dismantling of transcript will void Reporter's
certificate.

Cahill v. Nike

No. 3:18-cv-01477-JR (D. Or.)

Deposition Date: December 11, 2020 (Volume 1); December 22, 2020 (Volume 2)

Deponent: Donna J. Olson

Vol.	Page	Line(s)	Reads	Should Read	Reason
1	5	13	16	15	To correct transcription error
1	6	23	The plaintiff	an opt-in plaintiff	To correct transcription error
1	8	22	O-S-S-N-A [sic]	O-S-S-A-N-N-A	To correct spelling error
1	19	1	Yes. I believe it was the 8 th .	Actually, I believe it was Monday the 7 th .	Corrected response to question
1	20	13	That's my recollection, yes	I also met with James for an hour on December 3, 2020 and for approximately four hours on December 8, 2020.	To correct transcription error and provide full response to question.
1	36	18	Said that, I assumed it was true.	Said that, I assumed it was true, but I don't know for sure.	Full response to question.
1	37	16	Crane	Krane	To correct spelling error
1	38	1	He didn't...	He didn't know what to say.	Full response to the question asked
1	79	23	Satisfied with it.	Satisfied with it at the time.	Full response to the question asked
1	80	24	I don't think so	I don't think so, but I can't be sure.	Full response to the question asked
1	86	24	For Nafall [phonetic] event	Four in the Fall	To correct transcription error
1	88	8-9	I believe a couple of other people went to some sales meetings as well.	Other security supervisors performed similar roles to me. And a couple of other people went to	Misheard the question; full answer to question asked

				some sales meetings as well.	
1	93	9	[inaudible]	ambiguous	To correct transcription error
1	96	15	Of the duties that you had to perform	Of the duties that you had to perform specific to the time of day or night.	Full response to the question asked.
1	98	4	Again, just the job differences were	Again, just the job difference that were	To correct transcription error
1	99	19	Kris Stein	Chris Stine	To correct spelling error
1	100	18	Kris	Chris	To correct spelling error
1	101	1	Kris	Chris	To correct spelling error
1	102	6	Kris	Chris	To correct spelling error
1	120	6-7	He gave me what he could give me	He gave me what he could give me under Nike policies.	Full response to the question asked.
1	124	11-12	I had no reason to think it wasn't fair.	I had no reason to think it wasn't fair at that time.	Full response to the question asked.
1	125	5	At that time, I don't think	At that time, I didn't think	To correct transcription error
1	130	4-6	One of the nice things about supervisors, you had to have someone report to you	security supervisors had to have a direct report	To correct transcription error
1	133	15	S-Q-U-E-E-Z-I [sic].	S-Q-U-E-E-Z-A-R-I	To correct spelling error
1	135	13	AirMI	Air MI	To correct spelling error
1	135	21	AirMI	Air MI	To correct spelling error
1	140	20-21	I don't remember. Probably in early --	I don't remember.	To correct transcription error
1	144	1-2	John Woodman for two years. So 2005, 2006. Then I reported to Jim	After Robison, I reported to Jim Petsche from 2005 through 2008. Then I reported to John Woodman for two years.	Corrected response to question

			Petsche for two years.		
1	144	19-25	No. I think -- so Dave was 2000 to 2002. Jim was 2003 to 2005. John was the next two years. I started reporting to Deb Hellmer-Steele in 2000 to 2012, and then Joe from 2000 -- you know, the middle of the year 2012 till - - it was June to June. It seemed to be a June-to-June cycle. So that's why the years -	No. I think -- so Dave was 2000 to 2002. Jim Robison was 2003 to 2005. Jim Petsche was the next few years. John Woodman was 2008 to 2010. I started reporting to Deb Hellmer-Steele in 2010 to 2012, and then Joe Marsico from 2013 to 2015 -- you know, the middle of the year 2013 till -- it was June to June. It seemed to be a June-to-June cycle. So that's why the years got fuzzy.	Corrected response to question
1	145	7	Right.	The few years before John Woodman.	Corrected response to question.
1	145	10-11	That's only one year. I reported for two years.	That's only one year. I reported to John Woodman from 2008 to 2010.	Corrected response to question
1	145	14-15	Right. And then Jim Petsche from 2008 to June 2010. And then Deb from 2010 to 2012 --	I reported to Jim Petsche from 2005 to 2008. Then John Woodman from 2008 to 2010. And then Deb from 2010 to 2012 --	Corrected response to question
1	146	13	From 2000 to -- to 2017	From 2015 to -- to 2017	To correct transcription error
1	146	24	AirAMI	Air MI	To correct spelling error

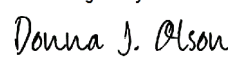
1	154	11-12	Because, I mean, everybody wants everybody to get paid fairly.	Because, I mean, I was told that everybody wants everybody to get paid fairly according to Nike policies.	Full response to the question asked.
1	164	3	Yes	Yes, they informed me of the final decisions, but I'm not sure if they were the final decision maker.	Full response to the question asked.
1	164	11	Yes	Yes, they informed me of the final decisions, but I'm not sure if they were the final decision maker.	Full response to the question asked.
1	167	20	Dan [sic]	Don	To correct spelling error
1	170	24	Ridarti's	Rodarte's	To correct spelling error
1	171	3	Because IH – AirAMI	Because –Air MI	To correct transcription error
1	171	5	AirAMI	Air MI	To correct spelling error
1	175	25	Objection. [Inaudible].	Objection. Vague and ambiguous	To correct transcription error
1	175	13	We did –we did different things.	Our duties were similar in that we had a common goal to establish global security standards for our areas of responsibility ,but we had different areas of responsibility.	Misheard the question; full answer to question asked.
1	176	7	Beale	Veal	To correct spelling error
1	182	24	Crane	Krane	To correct spelling error
1	183	1	Crane	Krane	To correct spelling error
1	192	1	Bush	Carter	To correct transcription error
1	206	3	so	So no	To correct transcription error
1	208	2	Unfair	Unfair for work expected of a	Full response to question asked

				security manager as opposed to a Director.	
1	218	1	I don't know. No, I guess.	I don't know.	Corrected response.
1	219	7	WHQ-centric manager, yeah.	WHQ-centric manager, yeah, but not for the Director level work I performed.	Full response to the question asked
1	224	22	It would be fair.	It would be fair for a manager, but it wasn't for the Director level work I performed.	Full response to the question asked
1	227	7	For a WHQ-centric manager, yeah.	For a WHQ-centric manager, yeah. No for my Director level work.	Full response to question asked.
1	228	20	Yes	Yes and possibly others.	Full response to question asked.
1	228	25	For a WHQ manager yes.	For a WHQ manager yes. For my Director level work, no.	Full response to question asked.
1	230	4	This would be Tyson.	This would be Tyson and possibly others.	Full response to question asked.
1	234-35	25-3	But if they are, then 3 percent would have been probably what it would have been, but the performance sharing plan would have been 20 percent.	But if they are, then 3 percent would have been probably what it would have been, but the performance sharing plan would have been 20 percent, and with a higher base, the 3 percent would be more money. Also, I would have received stock	Full response to question asked

				options as a director.	
1	252	12	John McLaughlin, Scott Beale	John McLachlan, Scott Veal	To correct spelling error
1	252	14	Beale	Veal	To correct spelling error
1	252	13	Ramp	Ranft	To correct spelling error
1	252	15	Ramp	Ranft	To correct spelling error
1	254	10	John McLaughlin	John McLachlan	To correct spelling error
2	270	25	Other plaintiff	Other plaintiffs	To correct transcription error
2	279	7	Discriminating against women? No, I don't.	Discriminating against women in CFE feedback? No, I don't.	Corrected and full response to questions asked.
2	279	11-12	Needs to be done in a manner of respect type of tone	Needs to be done in a manner of respect – a respectful type of tone	To correct transcription error
2	303	11	McLachlen	McLachlan	To correct spelling error
2	303	22	McLachlen	McLachlan	To correct spelling error
2	304	1	McLachlen	McLachlan	To correct spelling error
2	304	19	McLachlen's	McLachlan's	To correct spelling error
2	305	10	McLachlen	McLachlan	To correct spelling error
2	305	19	McLachlen's	McLachlan's	To correct spelling error
2	306	8	McLachlen	McLachlan	To correct spelling error
2	306	11	McLachlen	McLachlan	To correct spelling error
2	307	4	McLachlen	McLachlan	To correct spelling error
2	307	11	Ami	MI	To correct spelling error

Subject to the above changes, I declare under the penalties of perjury of the laws of the United States that my deposition transcript is true and correct.

Executed on 1/22/2021 in Sun City West, Arizona.

DocuSigned by:

 8A6294A808B2444...
 Donna J. Olson